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INFLUENCE OF ENTREPRENEURSHIP MINDSET ON SMALL AND MEDIUM ENTERPRISES PERFORMANCE IN YOLA METROPOLIS, ADAMAWA STATE

ABSTRACT

The study examines the influence of entrepreneurship mindset on Small and Medium Enterprises Performance in Yola metropolis, Adamawa State. The study was premised on the fact that poor performance of business could emanate from other factors like a lack of initiative and an administrative framework or linkage to support and sustain business growth, which to a large extent affect the profit margins of the enterprises. This poor performance of business will have an influence on the economy in different ways: bureaucratic corruption, absence of social consensus on important macroeconomic policy issues, and low profitability. The main objective of this study is to examine the influence of entrepreneurship development on small and medium enterprises performance in Yola metropolis, Adamawa State. The study is a cross-sectional design in which data were collected through a questionnaire administered to 335 respondents, of which only 324 were successfully returned and valid. The collected data was subjected to inferential analyses, and hypotheses were tested using multiple regression analysis at a significance level of 0.05. The findings revealed that an entrepreneurial mindset has a significant and positive influence on business growth ($\beta = 0.391$, $t = 8.134$, $p = 0.000$). The study recommended that there is a need for entrepreneurs to develop their mindset in planning their day-to-day business activities, as this will help them to have a positive attitude to meet the changing demands of current customers in their business and increase their independence and their ability to reason beyond the immediate situation and plan for the future as a result of good thinking.

Keywords: Enterprises, entrepreneurship, mindset, performance Small and Medium

INTRODUCTION

The pursuit of economic development has been a major goal of many developing nations of the world. Developing countries are confronted with several problems such as high rate of poverty and unemployment which have continued to hinder the attainment of socio-economic development. For any nation to attain development, industrialization, gainful and meaningful employment are important indices used as a measurement of economic development. This is often depicted by income per capital, equitable distribution of income, the welfare and quality of life enjoyed by the citizen of that nation.

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Small and Medium Scale Enterprise (SME) has proved to be a major tool adopted by the developed nations to attain socio- economic development. In recent time, small scale industrial sector is considered to be the backbone of modern-day economy.

Moreover, in a country like Nigeria with an adverse Balance of payment situation, the growing contribution of the small-scale industries sector in Nigeria's export portfolio goes a long way in generating foreign exchange and smoothening out the adverse balanced of payment situation. This is important to the economy in that large percentage of their production inputs are sourced locally thus, reducing the pressure on the limited foreign exchange earnings and helping to eliminate some of the deficit in the balance of payment. According to Ikherehon (2012), SMEs constitute the very basis of the national economy in terms of development of local technology, stimulation of indigenous entrepreneurship, mobilization and utilization of domestic savings, employment creation, structural balancing of large and small industry sectors in both rural and urban areas, supply of high quality intermediate products thereby strengthening the international competitiveness of manufacturer's goods, stimulate technological development and innovations, provide the capacity to expand export possibility and substitute import effectively. Discovery has also shown that the expected role contribution by the large-scale enterprise to the economy in terms of improvement in the GDP, employment generation, increasing local value added, technological development among others is resolved by SMEs (Khan, 2019).

Entrepreneurship development has been conceived by world successive government leaders as a programme of activities to enhance the knowledge, skill, behaviour and attitudes of individual and groups to assume the role of entrepreneurs, taking this into account they have put in place confidence for building successful programmes in different parts of Nigeria (Owualah, 2021).

Entrepreneurship competencies combine creativity, mindset, idea generation, problem-solving, the ability to marshal resources, establishing entrepreneurial networks and technological knowledge (Organization for economic cooperation and development, 2015). Entrepreneurial mindset have continuously played a considerable role in the enhancement of businesses (Asengeand, Diaka & Soom , 2018). Every opportunity and successful performance of each role and function has a competence requirement which includes knowledge or know-how, the skills, persistence, initiative, efficiency orientation which may affect the performance of small and medium enterprises (Business Study, 2015). Entrepreneurship mindset is strongly linked to small and medium sized enterprises, which are the main developing force of the developed market economies, and can be viewed as the formation of new firm that uses innovation to enter existing markets or to create new ones and grow by making new demand, while taking market share away from existing suppliers (Schumpeter, 2021). Adejumo (2021) opined that entrepreneurship development

and SMEs has been found to be capable of making positive influences on the economy of a nation and the quality of life of the people.

The inability of SMEs to either create more job opportunities or grow is because of the perceived “mindset” of its owners-identified as one of the major causes of SMEs failure rates (Nieman, 2016). Entrepreneurs/individuals with an entrepreneurial mindset see needs, problems and challenges as opportunities and develop creative ways to deal with the challenges, exploit and merge opportunities (Eno-Obong, 2016). Absence of a pro-active regulatory environment that encourages creative enterprise development at the grassroots level, significant infrastructural deficits (especially with regards to roads and electricity) and systemic irregularities inimical to small businesses, the presence of administrative and trade barriers that curtail capacity building and inhibit access to technical support, absence of regulatory mechanisms for effective oversight of enterprise development initiatives, especially those in the SMEs space, poor access to vocational and skills-development training for rural and urban youths involved in the informal economy.

Adamawa State has put in place policies and established Enterprise and Economic Development Agencies to encourage promote and coordinate investment activities in the State with a view to stimulating economic growth. One of such developmental strategies is the industrial development and expansion of Small and Medium Scale Enterprises (SMEs) in Yola metropolis, Adamawa State.

Statement of the Problem

Performance of small and medium-scale enterprises, this failure could emanate from other factors like a lack of initiative and administrative framework or linkage to support and sustain SMEs development, which to a large extent affect the profit margin of the enterprises (Alawe, 2019). This poor performance of SME's will have an influence on the economy in different ways: bureaucratic corruption, absence of social consensus on important macroeconomic policy issues, and low profitability. These could be as a result of poor technological capability or intellectual resource, a lack of appropriate and adequate managerial and entrepreneurial skills with the attendant lack of a strategic plan, business plan, succession plan, adequate organizational set-up, a transparent operational system, a lack of suitable training and leadership development, and a lack of effective utilization of entrepreneurship development programs like entrepreneurship mindset, entrepreneurship creativity skills, and entrepreneurship idea generation skills.

Koffi, Hongbo and Zaineldeen (2021), Hossain, Binti and Abdul (2021), Perera and Samarakoon (2021), Fan, Qalati, Khan, Shah, Ramzan and Khan (2021) Kijkasiwat and Phuensane, (2020), Chege and Wang, (2020) succeed in their studies and highlighted the relationship existing between entrepreneurship

development and small and medium enterprises performance. They also affirmed that poverty remains a major challenge to sustainable development, environmental security, global stability and a truly global market. The key to poverty alleviation is economic growth that is inclusive and reaches the majority of the people. Improving the performance and sustainability of local entrepreneurs and small and medium enterprises (SMEs), which represent the backbone of global economic activity, can help achieve this type of growth. Hence, this study is was carried out to examine the influence of entrepreneurship Mindset on small and medium enterprises performance in Yola metropolis, Adamawa State.

Objective of the Study

This study examine the influence of entrepreneurship mindset on Small and Medium Enterprises Performance in Yola metropolis, Adamawa State.

Research Hypothesis

H₀₁: Entrepreneurship mindset does not have significant influence on Small and Medium Enterprises Performance in Yola metropolis, Adamawa State

LITERATURE REVIEW

Concept of Entrepreneurship

The word entrepreneur originated from the French word, “entreprendre” which means “to undertake” (Akanni, 2010). In business context, it means to start a business, identify a business opportunity, organise resources, manage and assume the risk of a business or an enterprise. It is also used to describe those who (took charge) lead a project, which would deliver valuable benefits and bring it to completion. In other words, those who can manage uncertainty and bring success in the face of daunting challenges that would destroy a less well-managed venture. Hornby (2006) defined an entrepreneur as a person who makes money by starting or running businesses, especially when this involves taking financial risks. Jimngang (2004) defined an entrepreneur as someone who shifts economic resources out of an area of lower and into an area of higher productivity and greater yield. This definition has two aspects that deserve to be underlined. First, there are resources that undergo manipulation; second, the activity seeks to attain “higher productivity” and “greater yield”.

Asogwa and Dim (2016) defined entrepreneurship as an art which involves recognizing a business opportunity, mobilizing resources and persisting to exploit that opportunity. *Minniti and Moren (2010) in their own view define* an entrepreneur as "a person who organizes and manages any enterprise, especially a business, usually with considerable initiative and risk." Entrepreneurs tend to be good at perceiving new business opportunities and they often exhibit positive biases in their perception (i.e., a bias towards finding

new possibilities and seeing unmet market needs) and a pro-risk-taking attitude that makes them more likely to exploit the opportunity. An entrepreneur is typically in control of a commercial undertaking, directing the factors of production – the human, financial and material resources that are required to exploit a business opportunity. He or she acts as the manager and oversees the launch and growth of an enterprise.

Concept of Entrepreneurial Mindset

Entrepreneurial mindset is defined as a specific state of mind which orientates human conduct towards entrepreneurial activities and outcomes and correlation analysis proved that in holistic approach, entrepreneurial mindset has significant relationship with performance of small and medium enterprises (Asenge, *et al* 2018). An exploratory study of Neneh, (2012) suggested that acquiring an entrepreneurial mindset requires re-learning how to motivate themselves, take risk, and become creative and innovation. Entrepreneurship education stimulate innovative consciousness of entrepreneurship education, cultivating an entrepreneurial mindset and break through competencies (Xu, 2020). Enhancing an entrepreneurial mindset and functioning with an entrepreneurial orientation prepares emerging leaders with knowledge, skills and ability to cope with ambiguity and face complexity in organization (Victor, 2018). Enthusiasm for opportunity positively related to the persistence of business for small and medium enterprises and is a key success factor in entrepreneurial activities and process (Suvittawat, 2019).

As cited by Jael (2017), McGrath, and MacMillan, (2000) noted that entrepreneurial mindset is about passionately seeking new opportunities, but pursuing only the very best opportunities, focusing on execution and engaging everyone in their domain. By synthesizing these conclusions mindset dimension includes willingness and eagerness in identifying new opportunities and exploit it which provides competitive advantage and help to achieve business success. Having entrepreneurial traits with resourcefulness are crucial to be successful. Individuals with entrepreneurial mindset are often drawn to opportunities, innovation and new value creation including ability to assume risks and accept the realities of change and uncertainty (Srinivasa, 2000). This expression is also supported by Bosman and Fernhaber (2018) noted entrepreneurial mindset is the inclination to discover, evaluate and exploit opportunities that is involves in seeking new opportunities, pursuing opportunities. Extensive literature summarized that an entrepreneurial mindset has close links to innovation and is characterized by persistent pursuit of opportunities, thinking different, intuitive and executive, is risk taking and iminates status quo (Ekman and Ekman, 2009).

According to Kalu and Peace (2017) entrepreneurial mindset is very important for nation's economic development especially if it is viewed through stimulation of the small and medium enterprises. The

mindset provides ability to develop relevant sustenance for competitiveness as a lifestyle given the dynamic and uncertain business environment. Mulindabigwi and Kayitana (2018) evidenced that mindset variable was positive and significant suggesting that having a grow mindset increases the firm's sustainability. This implies that entrepreneurial mindset is one of essential features that entrepreneur needs to exhibit helps to achieve growth in business.

Small and Medium Scale Enterprise Performance

Small and medium enterprises performance is of key interest for the top management of a company. If business performance is weak, managers need to intervene in order to return to the path of growth. Especially in a market in which competition is increasing and globalization demands for better competitiveness, business leaders need to pay close attention to business performance. All business processes eventually revolve around the target of contributing to the success of the company in one way or another. Business success indicates the level of achievement and how much the small business is near or far from its target. Business success can be measured based on many different dimensions such sales growth, capital, increase in employment, increase in production line and others. Small and medium enterprises can also be defined in quantitative terms. Ayyagari (2007) noted that different countries adopt different criteria - such as employment, sales or investment – in defining small and medium enterprises. In the case of Oman, the Public Authority for small and medium enterprises which is also known as Riyada, classifies small and medium enterprises into three categories—micro, small and medium. Micro refers to businesses employing 1-5 workers and sales of 100,000 OR and below. Small pertains to firms with 6-25 workers and sales of 100,000 to 500,000 OR. Medium describes companies with 2699 workers and sales of 500,000 to 1,000,000 OR. Sales figures are based on the initial estimates of the new business owners and the latest audited results (Riyada, 2015).

Business performance relates to the effectiveness of business operations and the success of their products and services on the market. Customers will always prefer novelty products and services as a strong buying incentive. These products and services to compete in the market will require radical and continuous development. Gaining a competitive advantage is inevitably connected with innovation (Rybárová, Štetka, & Šagátová, 2019). Alternatively, Mahmood & Hanafi (2013) on the matter of measuring performance, the researchers opted for a subjective rather than objective metric. On a five-point Likert scale, the owners/managers were asked to gauge their firms' performance on the criteria of likely profitability which was also adapted in this research. Their study indicates that entrepreneurial orientation including innovation, is positively and significantly related to business performance of female-owned small and medium enterprises in Malaysia. Generally speaking, various research notes a positive relationship between

entrepreneurial orientation dimensions including innovation and business performance (Al Swidi & Mahmood, 2011).

Influence of Entrepreneurship Mindset on Performance of Small and Medium Scale Enterprises

A study conducted by Wanguinjeru (2012) revealed that business alertness, innovativeness and creativity respectively played a great role in business performance and concludes that the attributes had positive relationship with performance and significant influence on the performance of small and medium enterprises which was measured by market share, sales growth, and number of employees. According to the author alertness is the ability to identify opportunity and innovation is introducing something new in reality whereas creativity is the ability to conceive a new idea. Innovativeness as a dimension of entrepreneurial intensity had strong positive correlation with the performance of small and medium enterprises (Kitigin, 2017). Alertness is the competence to identify entrepreneurship opportunities (Xu, 2020). This implies significant application of creativity is important for achieving target. In holistic approach, regression analysis of Mukiri, Mukulu, & Odihambo (2019) revealed that innovation had positive and significant influence on performance of small and medium enterprises in which innovation practices includes new products, automating processes, market, unique product, adopting technology. Ordinary least square regression analysis revealed that mindset (holistic approach) is positive and significant with annual sale that is growth in mindset increases sustainability through creativity and assuming risk (Mulindabigwi, and Kayitana, 2018).

In the study of entrepreneurial mindset and entrepreneurial competence as determinants of small and medium enterprises, using regression analysis Asenge *et al*, (2018) concluded that there is a positive significant influence of entrepreneurial mindset on small and medium enterprises performance. The authors' employed holistic approach but discussed parameters innovativeness, creativity, business alertness and risk taking. Investigation performed by considering common dimensions such as passion, risk acceptance, action orientation, and other behavioural attributes, regression analysis concluded that there are significant relationships between entrepreneurial mindset and aspiration and small business performance and suggest that this help owners to be more market oriented in order for them to survive.

Aftan and Hanapi (2018) Empirical study confirmed that there is significant influence of entrepreneur's behaviours considering risk taking propensity and others unlike initiative (proactiveness) on business growth of small and medium enterprises context (Ummah, 2019). Correlation analysis by Ajor and Joy (2020) revealed that a positive significant relationship exists between the risk-taking mindset and organizational sustainability. In another research considering 0.05 significance level using regression

analysis in holistic approach, entrepreneurial mindset has positive influence of on the performance of small and medium enterprises (Asenge, 2018). In some items, there is inconsistency of finding considering identical dimensions. For instance, in examining influence of entrepreneurial orientation on firms' performance, Ibrahim and Abu (2020) confirmed that pro-activeness, risk-taking and autonomy are positive and significantly related to business performance but competitiveness was positive but insignificant. This implies the contribution of competitiveness is less to the performance of small and medium enterprises.

Theoretical Framework

Innovation and Creativity Theory

Joseph Schumpeter (1950) views innovation as the source of success in the market economy, a view that is reinforced by today's changing and competitive environment. The organization that is not creative and innovative cannot survive in the market place. Thus, entrepreneurs and enterprises are continuously creative and innovative to remain relevant to the customers, which is the purpose of every business. Drucker (1985) argued that innovation is the tool of entrepreneurship; both innovation and entrepreneurship demand creativity. Creativity is a process by which a symbolic domain in the culture is changed. New songs, new ideas, new machines are what creativity is all about (Mihalyi, 1997). It is the ability to make or otherwise bring into existences something new, whether a solution to a problem, a method or device, or an artistic object or form. Wyckoff (1991), in (Okpara 2011) defines creativity as new and useful. It is the act of seeing things that everyone around sees while making connections that no one else has made. It is moving from the known to the unknown. Culture exerts a negative force on creativity according to Pearce (1974), however, if not for creativity, culture itself would not be created. No entrepreneur or business leader, however successful and big, can continue to hold a place of leadership unless it recognizes that modern business operates in a world of galloping change which creates new problems, risks and opportunities and for which there is need to mobilize resources for changes to make their influence felt. To be successful, the entrepreneurs should know where their firm is going and how it will get there. This in turn requires a clear definition of the organisation's business vision in order to continually adopt operations to the realities of the market place, which is the corner stone of business survival and growth. Innovation is defined as adding something new to an existing product or process. This means that the product or process has already been created from scratch and has worked reasonably well. Then it is changed so that it works better or fulfils a different need. It is the successful exploitation of new ideas. All innovation begins with creativity. Creativity is however necessary but not sufficient condition for innovation. This is because innovation is the implantation of creative inspiration. Creativity is also an attitude, the ability to accept change and newness, a willingness to play with ideas and possibilities, a flexibility of outlook, the habit of enjoying the good, while looking for ways to improve it. The creative person realizes that there are other possibilities

like peanut butter and banana sandwiches, or chocolate covered prunes. Harris (1998) creative thinking is the art of generating solution to problems by the force of imagination and reasoning (Okpara, 2011). It is an activity of the mind seeking to find answers to some of life's questions. In a dynamic and changing world, the challenges of man are also not static. They take on new forms and require a deep creative thinking approach.

Business leaders and entrepreneurs live in a thinker's world. It therefore follows that those who are ahead are those who see ahead with the eyes of their mind. People who engage their minds in resourceful thinking to generate idea and products, which stand the test of time. Every idea is a product of thinking and every product is the manifestation of idea naked in a thinker's mind. Those who see problems as opportunities to improve and do something new or something better, are entrepreneurs with the right mindset. In making things better, the goals are usually to improve productivity and efficiency, achieve speed, enhanced comfort and convenience, influence returns positively, and so much more. Whatever the goal, thinking is an indispensable tool in the life of any successful entrepreneurs. Thinking begins with engaging yourself in a conversation with yourself by yourself, in yourself – thinking about thinking (metacognition). That is to reach a conviction and conclusion as to what steps to take and what strategies to employ. The place of asking the right and relevant questions in thinking process cannot be overemphasized. Questions remain the string tool to provoke the mind to respond to issues and discover new things. Creative thinking must, therefore, lead to the articulation of a strategy. A strategy is a way of organizing available resources to achieve results, what to do, what steps to take, the approach, the timing, positioning, all come to play when developing strategy. It is a common knowledge that successful entrepreneurs emerge not by strength or force but by superior strategy through creative thinking.

For the purpose of this study, the researcher dwelled on innovation and creativity theory of entrepreneurship, because this theory has direct link with the subject matter under study, the theory identify how small and medium enterprises should be entrepreneurial innovative, not only that, it is also affirmed that entrepreneurs must not only be innovative but should also be creative in nature. This will help provide them with enough knowledge and ideas on how to develop entrepreneurial skills and spirit to be self-employed.

Empirical Review

Koffi, Hongbo and Zaineldeen (2021) examine the influence of innovation types on Ivorian small and medium-sized enterprises (small and medium enterprises) Performance and Competitiveness using 250 small and medium enterprises operating in Cote d'Ivoire through a structured questionnaire. The PLS-SEM

was the main analytical tool used to analyse the research findings via Smart PLS 3 and SPSS 22. Findings from this study revealed that marketing innovation, product innovation, organisational and process innovations are the innovation dimensions that contribute to small and medium enterprises' performance and competitiveness in Cote d'Ivoire. Marketing innovation contributes more significantly to small and medium enterprises' performance; followed by product innovation; organizational innovation; and process innovation. Additionally, the study found a significant and positive relationship between competitive advantage and small and medium enterprises' performance. This implies that to remain competitive and profitable, small and medium enterprises operating in developing countries must embrace innovation and constantly seek ways to be innovative remain relevant in the industry.

Perera and Samarakoon (2021) conducted study on the influence of entrepreneurial orientation on small and medium enterprises' Innovation Performance in Sri Lanka using self-administrated questionnaire, distributed to the SEM owners and collected seventy-six completed questionnaires. Descriptive statistics and multiple regression analysis were used to analyze the data. Results of the study shown that OE as a whole significantly influences innovative performance. Specifically, while the four dimensions of EO, namely, risk-taking, proactiveness, innovativeness, and autonomy, significantly influence small and medium enterprises' innovative performance. But Competitiveness does not have a significant influence on small and medium enterprises' innovation performance. The study focuses only on OE that influences small and medium enterprises innovation performance. The most considerable significant portion of enterprises in Sri Lankan business sector represents small and medium enterprises.

Ukpabio, Oyebisi and Siyanbola (2021) examine the influences of innovation on performance of manufacturing small and medium enterprises in Nigeria: An empirical study. Using a total of 305 samples was obtained from small and medium enterprises in the textile/leather/apparel and footwear subsector; wood/furniture and woodworks subsector; and domestic/industrial plastic and rubber subsector in South-western Nigeria. Data collected was analyzed using correlation analysis and hierarchical regression analysis. The correlation result shows that all dimensions of innovation (product, process, market, and organizational) had significant positive relationship with firm performance including the control variable 'firm size'. However, the regression result confirmed that process innovation and organizational innovation influences small and medium enterprises performance significantly. Additionally, product innovation had significant influence on innovation with the exclusion of other innovation dimensions from the model and marketing innovation had significant influence on the performance of small and medium enterprises with the exclusion of organizational innovation from the model. Overall, innovation accounts for about 55.7% of variation in the performance of the manufacturing small and medium enterprises. This implies that all

dimensions of innovation, and specifically process and organizational innovation are critical elements for the enhancing the performance of small and medium enterprises in Nigeria.

Erna and Amir (2020) examine the influence of innovation on increasing business performance of small and medium enterprises in Indonesia using explanatory quantitative survey method. There are 231,181 small and medium enterprises in the manufacturing industry sector in West Java, Indonesia as a population with a sample of 346 respondents. Data collection uses a Likert scale 1-5 questionnaire. Data analysis using SEM, the analysis shows that innovation has a positive and significant influence on business performance. The implication of this research is that the performance of SME businesses can be improved through increased product innovation, process innovation, and distribution innovation.

METHODOLOGY

Cross-sectional descriptive survey research design was used in this study. This study was carried out in on SMEs in Yola metropolis North Local Government Area, Adamawa State. The population of this study is covered to 750 registered medium and small scale businesses in Yola metropolis North LGA, Adamawa State.

The researcher made use of systematic sampling technique in selecting the sample from the population. Therefore, a starting number from (750) SMEs is randomly selected from each at regular interval of every 2nd number from entire population and arrived at the sampled unit of 375. Structured questions was designed to gather data that have direct relevance with the research questions to ensure a fair reconciliation of the ideas already contained in the questionnaire, because questionnaires have the capacity to collect more relevant data from respondents. And were administered personally by the researcher for the purpose of reconciling the question in case need for explanation for the respondents. The questionnaire was designed on five points Linkert Scale ranging from strongly agree (5) to strongly disagree (1), using nominal scaling. The data collected for this study was analysed using using a multiple linear regression with help of Statistical Package for Social Sciences (SPSS) at 0.05 (5%) level of significance.

DATA PRESENTATION, ANALYSIS AND RESULTS

A total of 375 questionnaires were distributed; 324 were successfully returned and valid, representing 86.4%, while 51 were not returned, representing 13.6%.

Hypothesis Testing

The following hypothesis was tested:

H₀₁: Entrepreneurship mindset does not have significant influence on Small and Medium Enterprises Performance in Yola metropolis, Adamawa State

Table 1: Model summary of Influence of entrepreneurship development on Business Growth

Variables		Coefficient	Std. Error	T-Values	P-Values	Hypotheses
1	(Constant)	2.627	1.846	1.423	0.156	
	EM	0.391	0.085	8.134	0.000	Rejected
	R	0.881				
	R ²	0.777				
	Adjusted R	0.774				
	F-Stats	370.76				

a. Dependent Variable:
SMEP

(Source: Computed using SPSS 21)

The result in Table 1 show that the summary of regression model on the influence of entrepreneurship mindset on SMEs. The result of Person correlation show that the bivariate relationship between dependent and independent variables are strong and positive ($r = 0.881$). The values of the coefficient of determination (R-Square) extracted from the summary of the regression model shows that entrepreneurship mindset explain about 77.7% variation in small and medium enterprises performance while the about 22.3% are attributed to variables not included in the model of this study. The analysis of variance (ANOVA) results, which represent the goodness of fit of the model is statistically significant ($F_{3, 323} = 370.76$, $P < 0.05$), implying that the variables in the model have jointly predicted the business growth.

The regression for the individual contribution of the independent variables as represented by the unstandardized beta-value of 2.627 indicates that one unit increase in entrepreneurship mindset account for 2.627 units increase in the level of small and medium enterprises performance and the relationship is significant at 1% level of significance. Hence we conclude that there is relationship between entrepreneurship mindset and Small and Medium Enterprises Performance in Yola metropolis, Adamawa State, Nigeria.

Summary of Findings

The above analysis also shows that entrepreneurship mindset has significant and positive influence on small and medium enterprises in in Yola metropolis, Adamawa State, Nigeria ($\beta = 0.391$, $t = 8.134$, $p = 0.000$).

Discussion of Findings

There is relationship between entrepreneurship mindset and Small and Medium Enterprises Performance in Yola metropolis, Adamawa State, Nigeria. This findings is on conformance with the studies conducted by Olgah, (2020) examined the influence of entrepreneurship development on youth empowerment found that entrepreneurship development increase small business skills. In same vein Ayaz, Salman and Iram (2020), Ekwochi (2020) who all found that there is significance relationship between entrepreneurship development and business growth in Nigeria. Also, Chukwudumebi and Busari (2019) in their study contribution of entrepreneurship development and youth and found that entrepreneurship development explains much more of the variability in unemployment than youth empowerment. Entrepreneurship development and youth empowerment has significant influence on the level of unemployment. Entrepreneurship mindset has significant and positive influence on small and medium enterprises performance in Yola metropolis, Adamawa State. Sultan (2020), who found that there is significant relationship between entrepreneurship mindset and Business growth in Nigeria. In addition, Asenge, Diaka and Soom, (2018) their study on entrepreneurial mindset and business growth also found that entrepreneurial mindset or lack of it has a major influence on business growth.

Conclusion

On the contrary, an entrepreneurial mindset has a significant and positive influence on business growth since determination culture allows entrepreneurial attitudes and actions to flourish and focus. From the point of view of the entrepreneur, this is no longer the exclusive property of business owners but all the employees in the business. Entrepreneurship helps in creating value in services and products. It is also believed that curiosity is one of the personal characteristics and motivations that have been found to distinguish entrepreneurs from non-entrepreneurs.

Recommendations

There is a need for entrepreneurs to develop their mindset in planning their day-to-day business activities, as this will help them to have a positive attitude to meet the changing demands of current customers in their business and increase their independence and ability to reason beyond the immediate situation and plan for the future as a result of good thinking.

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